

**Department of Personnel Administration
Memorandum**

TO: Personnel Management Liaisons (PML)

SUBJECT: 2008 Employer Health Benefit Contributions	REFERENCE NUMBER: 2007-021
DATE ISSUED: 08/22/07	SUPERSEDES:

This memorandum should be forwarded to:

**Employee Relations Officer
Personnel Officers
Personnel Transaction Supervisors**

FROM: Department of Personnel Administration
Labor Relations Division

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Effective January 1, 2008, the monthly employer contributions for health benefits for those units that have current collective bargaining agreements with the State, and excluded employees are as follows:

Units 1,3,4,10,11,12,13,14,15,20,21 (Rank and File, Non-CoBen)

Employee	\$371
Employee plus 1 dependent	\$740
Employee plus 2 or more dependents	\$959

Units 1,3,4,10,11,12,13,14,15,20,21 (Employees First Eligible for Health Benefit Enrollment on or After January 1, 2007 Subject to Dependent Vesting)*

Employer Dependent Contribution

	50%	75%
Employee	\$371	\$371
Employee plus 1 dependent	\$555	\$648
Employee plus 2 or more dependents	\$665	\$812

Unit 5 (Rank and File, Non-Coben)

Employee	\$399
Employee plus 1	\$772
Employee plus 2 or more dependents	\$994

Units 7,16,17,18,19 (Rank and File CoBen)

Employee	\$416
Employee plus 1	\$813
Employee plus 2	\$1,061

Unit 7 (Employees First Eligible for Health Benefit Enrollment on or after July 1, 2006 – Subject to Dependent Vesting)*

Units 16,17,18,19 (Employees First Eligible for Health Benefit Enrollment on or after January 1, 2007 – Subject to Dependent Vesting)*

Employer Dependent Contribution

	50%	75%
Employee	\$416	\$416
Employee plus 1	\$628	\$721
Employee plus 2	\$767	\$914

Unit 8 (Rank and File, CoBen)

Employee	\$439
Employee plus 1	\$836
Employee plus 2 or more dependents	\$1,084

Unit 9 (Rank and File, Non-CoBen)

Employee	\$394
Employee plus 1	\$763
Employee plus 2 or more dependents	\$982

Excluded Employees (CoBen)

Employee	\$441
Employee plus 1	\$847
Employee plus 2 or more dependents	\$1,097

The following bargaining units have expired contracts. As of the date of this PML, the following rates will be effective January 1, 2008. However, the collective bargaining process is fluid and changes may be agreed to which alter these amounts. DPA will notify you if there are subsequent changes to these rates.

Unit 2 (Rank and File CoBen Allowance)

Employee	\$365
Employee plus 1	\$696
Employee plus 2 or more dependents	\$906

Unit 2 (Employees First Eligible for Health Benefit Enrollment on or after July 1, 2006 – Subject to Dependent Vesting)*

Employer Dependent Contribution

	50%	75%
Employee	\$365	\$365
Employee plus 1	\$544	\$620
Employee plus 2 or more dependents	\$663	\$784

Unit 6 (Rank and File, Non-CoBen)

Employee	\$321
Employee plus 1	\$625
Employee plus 2 or more dependents	\$807

***Dependent Vesting Criteria**

New employees who have never had State health benefit eligibility may be subject to dependent health vesting. Employees in bargaining units that have contracted for dependent vesting are provided with 50% of the employer dependent contribution for the first 12 months, and 75% of the employer dependent contribution for months 13 through 24. After 24 months, these employees will receive the full employer dependent contribution applicable to their bargaining unit.

If you have any questions regarding the information provided above please contact Nancy Hollins at (916) 324-3438.

/s/Julie Chapman

Julie Chapman
Chief, Labor Relations Division